

**2015 FCC EEO Public File Report for Charter Communications
12395 - CM Grand Traverse Cnty MI**

This Report Covers September 1, 2014 through August 31, 2015

Total Number of Full-Time Vacancies Filled During This Period: 6
Total Number of Candidates Interviewed For Full-Time Vacancies During This Period: 44

Please see attached the Recruitment Source List that includes recruitment source contact information.

FULL-TIME VACANCIES FILLED

FCC Unit (All)

Req #	Job Title	Recruitment Source(s) Used to Fill the Vacancy	Interviewees Referred	Number Hired
1409382	Account Coordinator	Internal	1	0
		Charter.com	1	0
		Referral*	4	2
		Pure Michigan Talent Bank*	4	0
		Indeed.com*	6	0
		LinkedIn	1	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Northwestern Michigan College	0	0
		Ranken Technical College Job Fair	0	0
1409382 Total			17	2
1504456	Account Coordinator	Michigan State University	0	0
		Charter.com	1	0
		Referral*	1	0
		Indeed.com*	4	1
		LinkedIn	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Northwestern Michigan College	0	0
		Traverse City Record Eagle*	1	0
		Multi-Channel News	0	0
		CableFax	0	0
		Baker College	0	0
1504456 Total			7	1
1503457	Account Executive	Michigan State University	1	0

1503457	Account Executive	Charter.com	3	0
		Referral*	3	0
		Pure Michigan Talent Bank*	1	0
		LinkedIn	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Northwestern Michigan College	0	0
		Ranken Technical College Job Fair	0	0
		Multi-Channel News	0	0
		CableFax	0	0
		Baker College	0	0
		Monster*	1	1
1503457 Total			9	1
1409398	Local Account Planner	Internal	2	1
		Charter.com	3	0
		Referral*	5	1
		Indeed.com*	1	0
		LinkedIn	0	0
		Direct Employers	0	0
		RecruitMilitary	0	0
		Glassdoor.com	0	0
		Hispanic Center of Western Michigan	0	0
		Northwestern Michigan College	0	0
1409398 Total			11	2
Grand Total			44	6

RECRUITMENT SOURCE LIST

Name of Recruitment Source	Street Address	City, State, Zip	Contact Person	Telephone Number	Entitled to Notification?	Total Number of Referrals
Direct Employers	9002 N. Purdue Rd., Ste. 100	Indianapolis, IN 42628	directemployers.org	317-874-9000	No	0
Charter.com	12405 Powerscourt Dr.	St. Louis, MO 63131	charter.com/careers	314-965-0555	No	8
RecruitMilitary	422 West Loveland Ave.	Loveland, OH 45140	recruitmilitary.com	513-683-5020	No	0
LinkedIn	2029 Stierlin Court	Mountain View, CA 94043	linkedin.com	312-650-7593	No	1
GlassDoor.com	100 Shoreline Highway, Building A	Mill Valley, CA 94941	glassdoor.com	415-275-7645	No	0
Internal					No	3
Referral*					No	13
Pure Michigan Talent Bank*					No	5
Indeed.com*					No	11
Hispanic Center of Western Michigan	1204 Grandville Ave. SW	Grand Rapids, MI 49503	Deisy Madrigal		No	0
Northwestern Michigan College	1701 E. Front St.	Traverse City, MI 49686	Amy Burns	231-995-1000	No	0
Ranken Technical College Job Fair	4431 Finney Ave.	St. Louis, MO 63113	Janie Summers	314-286-3665	No	0
Traverse City Record Eagle*						1
Baker College	1116 W. Bristol Rd.	Flint, MI 48507	Career Services	810-766-4200	No	0
Michigan State University	220 Trowbridge Rd.	East Lansing, MI 48824	Career Services	517-355-1855	No	1
Multi-Channel News			multichannel.com		No	0
CableFax			cablefax.com		No	0
Monster*					No	1

Note: Charter works with DirectEmployers Corporation, a job sourcing organization, to broadly disseminate its job vacancy information for this unit. DirectEmployers posts Charter's job vacancy information for this unit to a variety of sources.

* The sources marked with (*) in this report are sources that were identified by interviewees as referral sources, but that: (1) Charter did not use directly as a recruitment source; and/or (2) Interviewees were unable to identify more precisely. Many job boards and job banks pull Charter's job vacancies from its website and post them independently via their own systems. Accordingly, applicants often learn about Charter's job vacancies from sources that Charter does not post with directly or track.

Supplemental Recruitment Initiatives:

#	Name	Date	Description
1	Tuition Reimbursement	Ongoing	college courses to enhance their skills to better prepare them for their current jobs and/or advanced positions.
2	Training Programs for All Employees	Ongoing	topics: fostering mutual respect in the workplace, Charter's Code of Conduct, information security, privacy, records and information management, timekeeping, and performance
3	Management-Level Employees	Ongoing	programs devised to assist with leadership development and policy administration skills. Offerings provided at various times during this plan year included Civil Treatment for
4	Lynda.com Training	Ongoing	online courses for creative services staff to increase their knowledge and skills
5	Ranken Technical College Job Fair	3/5/2015 and 6/24/15	Job Fair